

Town of Needham - Salary/Wage Tables

FY2023 (Effective July 1, 2022)

Non-Represented Positions: General Government Employees

FY2023 - Effective July 1, 2022

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
15	\$116,283.00	\$122,098.00	\$126,982.00	\$130,792.00	Merit Range						\$162,796.00
14	\$105,712.00	\$110,997.00	\$115,437.00	\$118,900.00	Merit Range						\$147,996.00
13	\$96,102.00	\$100,907.00	\$104,943.00	\$108,091.00	Merit Range						\$134,542.00
12	\$87,365.00	\$91,733.00	\$95,403.00	\$98,265.00	Merit Range						\$122,311.00
11	\$75,718.50	\$80,652.00	\$84,844.50	\$88,335.00	\$91,416.00	\$94,360.50	\$97,090.50	\$99,625.50	\$101,907.00	\$103,935.00	\$106,021.50
10	\$72,130.50	\$76,810.50	\$80,808.00	\$84,123.00	\$87,048.00	\$89,836.50	\$92,430.00	\$94,828.50	\$97,012.50	\$98,962.50	\$100,971.00
9	\$68,698.50	\$73,164.00	\$76,966.50	\$80,125.50	\$82,914.00	\$85,566.00	\$88,062.00	\$90,343.50	\$92,430.00	\$94,282.50	\$96,174.00
8	\$66,066.00	\$69,576.00	\$72,442.50	\$75,036.00	\$77,512.50	\$79,852.50	\$81,997.50	\$83,967.00	\$85,741.50	\$87,438.00	\$89,193.00
7	\$62,907.00	\$66,280.50	\$68,991.00	\$71,467.50	\$73,827.00	\$76,050.00	\$78,097.50	\$79,969.50	\$81,627.00	\$83,265.00	\$84,942.00
6	\$59,904.00	\$63,121.50	\$65,695.50	\$68,074.50	\$70,317.00	\$72,423.00	\$74,373.00	\$76,167.00	\$77,746.50	\$79,306.50	\$80,905.50
5	\$57,057.00	\$60,118.50	\$62,575.50	\$64,818.00	\$66,963.00	\$68,971.50	\$70,843.50	\$72,540.00	\$74,061.00	\$75,523.50	\$77,044.50
4	\$53,761.50	\$56,647.50	\$58,968.00	\$61,093.50	\$63,102.00	\$64,993.50	\$66,748.50	\$68,347.50	\$69,771.00	\$71,175.00	\$72,598.50
3	\$48,886.50	\$51,499.50	\$53,605.50	\$55,536.00	\$57,369.00	\$59,085.00	\$60,684.00	\$62,146.50	\$63,433.50	\$64,701.00	\$66,007.50
2	\$44,440.50	\$46,819.50	\$48,730.50	\$50,485.50	\$52,143.00	\$53,703.00	\$55,165.50	\$56,491.50	\$57,661.50	\$58,831.50	\$60,001.50
1	\$40,404.00	\$42,568.50	\$44,323.50	\$45,903.00	\$47,424.00	\$48,847.50	\$50,154.00	\$51,363.00	\$52,455.00	\$53,488.50	\$54,561.00

Hourly Rates for FLSA Non-Exempt Positions (37.5 Hours/week)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GT11	\$38.83	\$41.36	\$43.51	\$45.30	\$46.88	\$48.39	\$49.79	\$51.09	\$52.26	\$53.30	\$54.37
GT10	\$36.99	\$39.39	\$41.44	\$43.14	\$44.64	\$46.07	\$47.40	\$48.63	\$49.75	\$50.75	\$51.78
GT09	\$35.23	\$37.52	\$39.47	\$41.09	\$42.52	\$43.88	\$45.16	\$46.33	\$47.40	\$48.35	\$49.32
GT08	\$33.88	\$35.68	\$37.15	\$38.48	\$39.75	\$40.95	\$42.05	\$43.06	\$43.97	\$44.84	\$45.74
GT07	\$32.26	\$33.99	\$35.38	\$36.65	\$37.86	\$39.00	\$40.05	\$41.01	\$41.86	\$42.70	\$43.56
GT06	\$30.72	\$32.37	\$33.69	\$34.91	\$36.06	\$37.14	\$38.14	\$39.06	\$39.87	\$40.67	\$41.49
GT05	\$29.26	\$30.83	\$32.09	\$33.24	\$34.34	\$35.37	\$36.33	\$37.20	\$37.98	\$38.73	\$39.51
GT04	\$27.57	\$29.05	\$30.24	\$31.33	\$32.36	\$33.33	\$34.23	\$35.05	\$35.78	\$36.50	\$37.23
GT03	\$25.07	\$26.41	\$27.49	\$28.48	\$29.42	\$30.30	\$31.12	\$31.87	\$32.53	\$33.18	\$33.85
GT02	\$22.79	\$24.01	\$24.99	\$25.89	\$26.74	\$27.54	\$28.29	\$28.97	\$29.57	\$30.17	\$30.77
GT01	\$20.72	\$21.83	\$22.73	\$23.54	\$24.32	\$25.05	\$25.72	\$26.34	\$26.90	\$27.43	\$27.98

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$36.40	\$38.78	\$40.79	\$42.47	\$43.95	\$45.37	\$46.68	\$47.90	\$48.99	\$49.97	\$50.97
GF10	\$34.68	\$36.93	\$38.85	\$40.44	\$41.85	\$43.19	\$44.44	\$45.59	\$46.64	\$47.58	\$48.54
GF09	\$33.03	\$35.18	\$37.00	\$38.52	\$39.86	\$41.14	\$42.34	\$43.43	\$44.44	\$45.33	\$46.24
GF08	\$31.76	\$33.45	\$34.83	\$36.08	\$37.27	\$38.39	\$39.42	\$40.37	\$41.22	\$42.04	\$42.88
GF07	\$30.24	\$31.87	\$33.17	\$34.36	\$35.49	\$36.56	\$37.55	\$38.45	\$39.24	\$40.03	\$40.84
GF06	\$28.80	\$30.35	\$31.58	\$32.73	\$33.81	\$34.82	\$35.76	\$36.62	\$37.38	\$38.13	\$38.90
GF05	\$27.43	\$28.90	\$30.08	\$31.16	\$32.19	\$33.16	\$34.06	\$34.88	\$35.61	\$36.31	\$37.04
GF04	\$25.85	\$27.23	\$28.35	\$29.37	\$30.34	\$31.25	\$32.09	\$32.86	\$33.54	\$34.22	\$34.90
GF03	\$23.50	\$24.76	\$25.77	\$26.70	\$27.58	\$28.41	\$29.18	\$29.88	\$30.50	\$31.11	\$31.73
GF02	\$21.37	\$22.51	\$23.43	\$24.27	\$25.07	\$25.82	\$26.52	\$27.16	\$27.72	\$28.28	\$28.85
GF01	\$19.43	\$20.47	\$21.31	\$22.07	\$22.80	\$23.48	\$24.11	\$24.69	\$25.22	\$25.72	\$26.23

Independent Town Workers Association (ITWA): Administrative/Support and Professional/Technical Positions

FY2023 - Effective July 1, 2022

Annual Salary for Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$75,718.50	\$80,652.00	\$84,844.50	\$88,335.00	\$91,416.00	\$94,360.50	\$97,090.50	\$99,625.50	\$101,907.00	\$103,935.00	\$106,021.50
I-10	\$72,130.50	\$76,810.50	\$80,808.00	\$84,123.00	\$87,048.00	\$89,836.50	\$92,430.00	\$94,828.50	\$97,012.50	\$98,962.50	\$100,971.00
I-09	\$68,698.50	\$73,164.00	\$76,966.50	\$80,125.50	\$82,914.00	\$85,566.00	\$88,062.00	\$90,343.50	\$92,430.00	\$94,282.50	\$96,174.00
I-08	\$66,066.00	\$69,576.00	\$72,442.50	\$75,036.00	\$77,512.50	\$79,852.50	\$81,997.50	\$83,967.00	\$85,741.50	\$87,438.00	\$89,193.00
I-07	\$62,907.00	\$66,280.50	\$68,991.00	\$71,467.50	\$73,827.00	\$76,050.00	\$78,097.50	\$79,969.50	\$81,627.00	\$83,265.00	\$84,942.00
I-06	\$59,904.00	\$63,121.50	\$65,695.50	\$68,074.50	\$70,317.00	\$72,423.00	\$74,373.00	\$76,167.00	\$77,746.50	\$79,306.50	\$80,905.50
I-05	\$57,057.00	\$60,118.50	\$62,575.50	\$64,818.00	\$66,963.00	\$68,971.50	\$70,843.50	\$72,540.00	\$74,061.00	\$75,523.50	\$77,044.50
I-04	\$53,761.50	\$56,647.50	\$58,968.00	\$61,093.50	\$63,102.00	\$64,993.50	\$66,748.50	\$68,347.50	\$69,771.00	\$71,175.00	\$72,598.50
I-03	\$48,886.50	\$51,499.50	\$53,605.50	\$55,536.00	\$57,369.00	\$59,085.00	\$60,684.00	\$62,146.50	\$63,433.50	\$64,701.00	\$66,007.50
I-02	\$44,440.50	\$46,819.50	\$48,730.50	\$50,485.50	\$52,143.00	\$53,703.00	\$55,165.50	\$56,491.50	\$57,661.50	\$58,831.50	\$60,001.50
I-01	\$40,404.00	\$42,568.50	\$44,323.50	\$45,903.00	\$47,424.00	\$48,847.50	\$50,154.00	\$51,363.00	\$52,455.00	\$53,488.50	\$54,561.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$38.83	\$41.36	\$43.51	\$45.30	\$46.88	\$48.39	\$49.79	\$51.09	\$52.26	\$53.30	\$54.37
I-10	\$36.99	\$39.39	\$41.44	\$43.14	\$44.64	\$46.07	\$47.40	\$48.63	\$49.75	\$50.75	\$51.78
I-09	\$35.23	\$37.52	\$39.47	\$41.09	\$42.52	\$43.88	\$45.16	\$46.33	\$47.40	\$48.35	\$49.32
I-08	\$33.88	\$35.68	\$37.15	\$38.48	\$39.75	\$40.95	\$42.05	\$43.06	\$43.97	\$44.84	\$45.74
I-07	\$32.26	\$33.99	\$35.38	\$36.65	\$37.86	\$39.00	\$40.05	\$41.01	\$41.86	\$42.70	\$43.56
I-06	\$30.72	\$32.37	\$33.69	\$34.91	\$36.06	\$37.14	\$38.14	\$39.06	\$39.87	\$40.67	\$41.49
I-05	\$29.26	\$30.83	\$32.09	\$33.24	\$34.34	\$35.37	\$36.33	\$37.20	\$37.98	\$38.73	\$39.51
I-04	\$27.57	\$29.05	\$30.24	\$31.33	\$32.36	\$33.33	\$34.23	\$35.05	\$35.78	\$36.50	\$37.23
I-03	\$25.07	\$26.41	\$27.49	\$28.48	\$29.42	\$30.30	\$31.12	\$31.87	\$32.53	\$33.18	\$33.85
I-02	\$22.79	\$24.01	\$24.99	\$25.89	\$26.74	\$27.54	\$28.29	\$28.97	\$29.57	\$30.17	\$30.77
I-01	\$20.72	\$21.83	\$22.73	\$23.54	\$24.32	\$25.05	\$25.72	\$26.34	\$26.90	\$27.43	\$27.98

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance

BCTIA: Trades (1st Shift)

FY2022 - Effective July 1, 2021

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$33.42	\$34.43	\$35.43	\$36.48	\$37.39	\$38.30	\$39.27	\$40.22
BT3	\$29.30	\$30.18	\$31.08	\$31.99	\$32.78	\$33.59	\$34.44	\$35.26
BT2	\$26.68	\$27.45	\$28.27	\$29.11	\$29.83	\$30.58	\$31.30	\$32.10
BT1	\$24.29	\$24.99	\$25.74	\$26.49	\$27.15	\$27.82	\$38.76	\$29.20

BCTIA: Custodians (1st Shift)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$26.04	\$26.79	\$27.54	\$28.32	\$29.00	\$29.69	\$30.40	\$31.13
BC2	\$24.82	\$25.52	\$26.26	\$27.00	\$27.64	\$28.30	\$28.98	\$29.66
BC1	\$21.64	\$22.26	\$22.88	\$23.53	\$24.09	\$24.66	\$25.26	\$25.85

BCTIA: Trades (2nd Shift includes \$1.00 Hourly Differential)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$34.42	\$35.43	\$36.43	\$37.48	\$38.39	\$39.30	\$40.27	\$41.22
BT3	\$30.30	\$31.18	\$32.08	\$32.99	\$33.78	\$34.59	\$35.44	\$36.26
BT2	\$27.68	\$28.45	\$29.27	\$30.11	\$30.83	\$31.58	\$32.30	\$33.10
BT1	\$25.29	\$25.99	\$26.74	\$27.49	\$28.15	\$28.82	\$39.76	\$30.20

BCTIA: Custodians (2nd Shift includes \$1.00 Hourly Differential)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$27.04	\$27.79	\$28.54	\$29.32	\$30.00	\$30.69	\$31.40	\$32.13
BC2	\$25.82	\$26.52	\$27.26	\$28.00	\$28.64	\$29.30	\$29.98	\$30.66
BC1	\$22.64	\$23.26	\$23.88	\$24.53	\$25.09	\$25.66	\$26.26	\$26.85

Needham Independent Public Employees Association (NIPEA): DPW/Laborers & Field Staff

FY2022 - Effective July 1, 2021

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N7	\$29.95	\$31.22	\$32.52	\$33.84	\$35.11	\$36.34	\$37.52	\$38.65	\$39.54	\$40.43
N6	\$28.52	\$29.73	\$30.96	\$32.21	\$33.42	\$34.59	\$35.71	\$36.78	\$37.63	\$38.51
N5	\$27.16	\$28.31	\$29.48	\$30.67	\$31.82	\$32.93	\$34.00	\$35.02	\$35.83	\$36.68
N4	\$25.60	\$26.69	\$27.80	\$28.93	\$30.01	\$31.06	\$32.07	\$33.03	\$33.79	\$34.56
N3	\$23.27	\$24.26	\$25.27	\$26.29	\$27.27	\$28.23	\$29.15	\$30.02	\$30.71	\$31.42
N2	\$21.15	\$22.05	\$22.97	\$23.90	\$24.80	\$25.67	\$26.50	\$27.30	\$27.93	\$28.56
N1	No positions									

Police Unit A: Officers and Sergeants

FY2023 - Effective July 1, 2022

Hourly Rates for Non-Exempt Positions (40 Hours)

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			X	X	\$40.25	\$41.80	\$42.65	\$43.48	\$44.81
P-1	X	X	\$28.68	\$30.08	\$31.54	\$33.08	\$34.69	\$35.39	\$36.45

Police Superior Officers Association: Lieutenants

FY2023 - Effective July 1, 2022

Annual Salary for Exempt Positions

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lieutenant		\$129,341	\$132,897	\$136,553	\$140,307	\$144,517

Fire Unit A: Firefighters, Lieutenants, Captains

Effective July 1, 2021 (FY22)

Hourly Rates for Non-Exempt Positions (42 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Captain						\$40.85	\$42.90	\$43.77	\$44.66
Lieutenant				\$34.66	\$36.11	\$37.58	\$39.47	\$40.26	\$41.07
Firefighter		\$26.11	\$27.41	\$28.78	\$30.23	\$31.73	\$33.35	\$34.01	\$34.69

Fire Unit A: Inspector, EMS Administrator

Effective July 1, 2021 (FY22)

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$27.41	\$28.77	\$30.22	\$31.72	\$33.29	\$34.97	\$35.69	\$36.40
EMS Administrator		\$27.41	\$28.77	\$30.22	\$31.72	\$33.29	\$34.97	\$35.69	\$36.40

Fire Unit C: Deputy Chiefs

Effective July 1, 2021 (FY22)

Hourly Rates for Non-Exempt Positions (42 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$42.99	\$44.89	\$46.74	\$49.06	\$51.05

Fire Unit C: Deputy Chief of Operations

Effective July 1, 2021 (FY22)

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$53.90	\$56.65	\$58.92